

News Release

United States Civil Service Commission

July 8, 1958

ADVANCE FOR WEDNESDAY MORNING NEWSPAPERS
NOT TO BE USED BY PRESS OR RADIO BEFORE
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The Civil Service Commission announced today that meetings will begin during the next two weeks with agency and employee representatives to discuss the best means for putting the new Government Employees Training Act into effect.

The measure was signed into law by the President on July 7.

The Commission said that the new training authority will be discussed with agency personnel directors on July 17 and that meetings with other interested groups will come later.

Long sought by the executive branch and recommended by both Hoover Commissions, the new law authorizes all types of employee training, including training within the Federal service and in non-Federal facilities such as colleges, universities, manufacturing plants, and laboratories.

The Commission is made responsible for general administration of the law and issuance of Governmentwide regulations and instructions under which agencies will operate their own training programs. The Commission is directed to continue providing in-service training assistance to agencies and to review agencies' out-service training programs for compliance with the law and regulations. The act also reaffirms the necessity for employee self-development and in-service training, but it adds few, if any, new controls to programs operating wholly within Government. Agency heads remain responsible for determining the kinds of training to be given, when it is to be given, which employees need training, and how much money to allot for training purposes within the limits of appropriations.

CSC Chairman Harris Ellsworth hailed the new act as a landmark in personnel administration. "The new authority," Mr. Ellsworth said, "will enable Government to get on a par with the best training practices of private industry. It establishes for the first time by law a general policy for the promotion of efficiency and economy in Government activities through employee training.

(More)

Then recruits cannot be found with vitally necessary and unusual combinations of skills such as those required in today's complex Government, agencies can now select their own employees whose skills are closest to those required and can give them the needed training."

The chief highlight of the new law is that it authorizes agencies to pay for training of employees in non-Government facilities when such training is necessary and is not reasonably available within Government. It also allows certain types of contributions, awards, and payments (such as Rockefeller scholarships) to be made by non-profit organizations and accepted by Federal employees under certain conditions, and it permits agencies to send employees at Government expense to meetings which will contribute to improved supervision, management, and conduct of statutory functions.

The act specifies certain controls to govern out-service training. Trainees must agree in advance to remain with the agency for at least three times the length of the training period or repay the training costs, and no employee with less than one year of continuous service may be given out-service training. An employee may not receive more than one year of out-service training for each 10 years of total service, and such training may not be given solely for purposes of promotion or the obtaining of academic degrees. An agency's out-service training time may not exceed one percent of its authorized personnel strength.

Examples of types of out-service training which may be used are the sending of --

- an equipment specialist to a factory maintenance school
- an electronics technician to a laboratory to be trained in the use of the latest equipment
- a vocational rehabilitation specialist to a leading clinic to learn the newest methods of testing and helping the disabled
- scientists and engineers to laboratories and universities for special job-related studies. #